

2010 ALP NEGOTIATIONS

CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

In November 2009, the City Council approved a goal of a 5% ongoing total compensation reduction. In approving the Mayor's Budget Message on March 23, 2010, the City Council established an additional goal for an additional 5% in personnel cost savings, including ongoing or one-time savings, to achieve a total reduction of 10%.

TOTAL COMPENSATION REDUCTION

- 5% ongoing total compensation reduction
- Additional 5% reduction (TBD)

TERM

1. Term

PAY

2. Reduction in pay (base pay and premium pays)

HEALTH INSURANCE

3. Modifications to cost sharing formula
4. Modifications to HMO Plan Design
5. Elimination of dual coverage
6. Modifications to Health-in-Lieu

SICK LEAVE

7. Sick leave payout changes
8. Medical verification clarification

RETIREE PENSION BENEFITS

9. Changes to retiree pension benefits, including, but not limited to:
 - Calculation of Final Average Salary
 - Cost of Living Adjustment (COLA)
 - Supplemental Retiree Benefit Reserve (SRBR)
 - Payment of unfunded pension liability
 - Retirement service credit calculation
 - Modification to pension formula
 - Cost Sharing of Pension Benefits

Some of the subjects above may be applicable to new hires only

2010 ALP NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

RETIREE HEALTHCARE BENEFITS

10. Retiree healthcare benefits, including benefits for new hires

DISABILITY LEAVE SUPPLEMENT

11. Changes to Disability Leave Supplement
12. Changes to ineligibility if offer and decline of modified duty

LEAVES OF ABSENCE

13. Clarification of Language

VACATION

14. Clarification/Clean-Up

HOUSEKEEPING

15. Updating dates and outdated language/terms